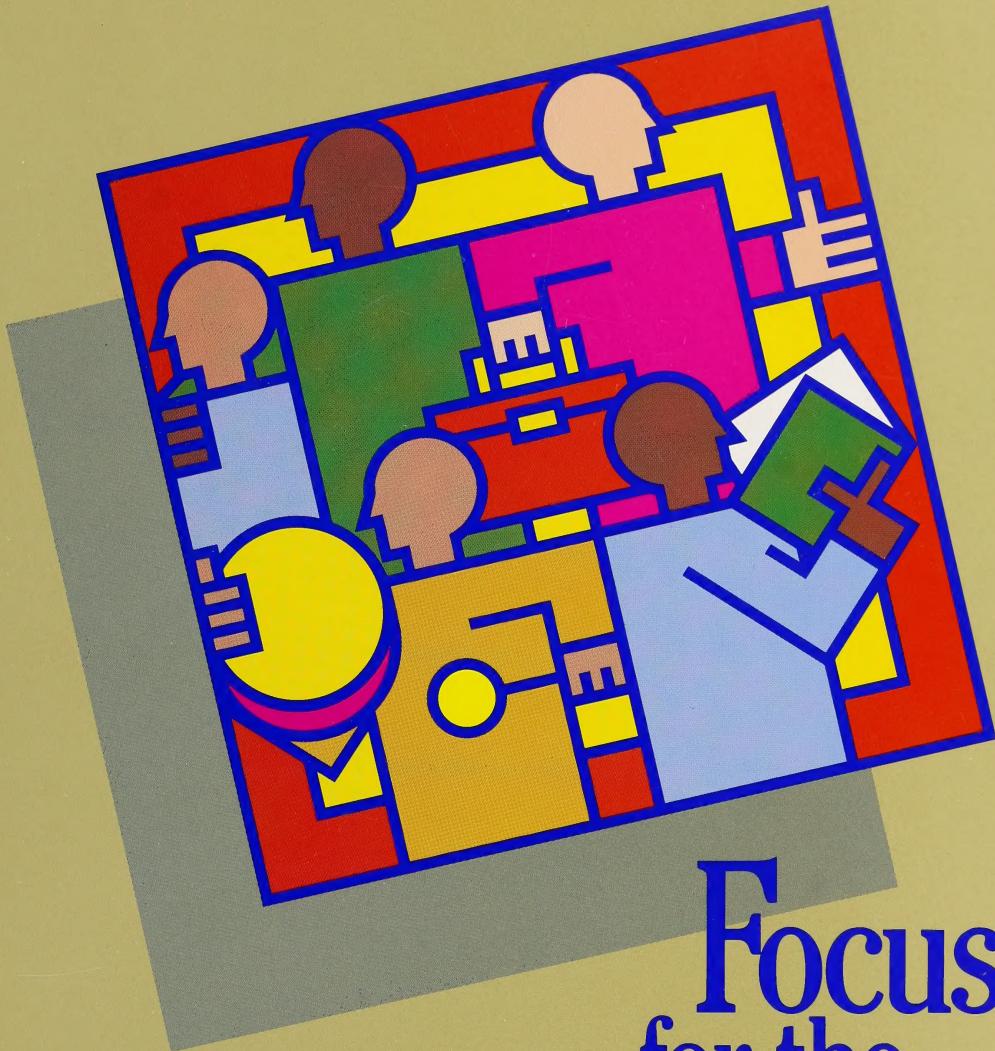


## MULTICULTURALISM



Focus  
for the  
90's

Alberta  
MULTICULTURAL COMMISSION

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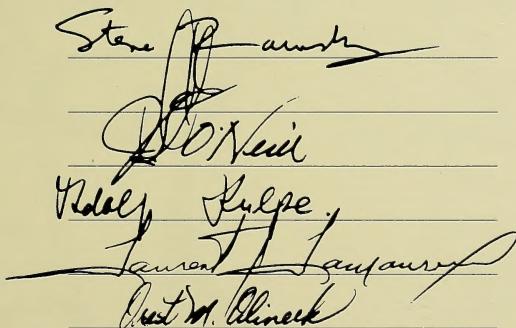
## LETTER OF TRANSMITTAL

Honourable Doug Main  
Minister of Culture and Multiculturalism  
Government of Alberta  
Legislature Building  
Edmonton, Alberta

Dear Sir:

We have the honour of submitting our report, Multiculturalism Focus for the 90's. The report was begun under the leadership of the Commission's first Chairman, Mr. John Oldring MLA. The work was continued by the Vice-Chairman, Mrs. Angela Iliadis, when Mr. Oldring resigned to contest the provincial election of 1989. The report owes much to their dedication.

Respectfully submitted,



Steve P. Zarusky, Chairman of the Commission

Angela Iliadis, Vice-Chairman

John S. O'Neill, Secretary

Adolf Kulpe, Member

Laurent Lamoureux, Member

Orest Olineck, Member

# THE C O M M I S S I O N

*The following had a role in the preparation of this report.*



Steve Zarusky

## CHAIRMAN

Steve Zarusky is the Member of the Legislative Assembly for Redwater-Andrew. He was elected to the Legislative Assembly of Alberta in 1986 and re-elected in 1989. He is a member of various Caucus and Legislative Committees. Mr. Zarusky farms in the Smoky Lake district. He is a member of the Ukrainian Cultural Heritage Village Advisory Board and the Victoria Settlement Advisory Board. Mr. Zarusky took up his duties as Chairman of the Alberta Multicultural Commission in June 1989.

## VICE - CHAIRMAN

Angela Iliadis is the Vice-Chairman of the Commission. In addition to being an active volunteer in the Greek community, Mrs. Iliadis operated a general law practice in Calgary.

## SECRETARY

John S. O'Neill is the Deputy Minister of Alberta Culture and Multiculturalism. Previous government experience includes work in the Premier's office and for the Department of Federal and Intergovernmental Affairs.



John S. O'Neill

#### MEMBER

**Adolf Kulpe** is a Medicine Hat businessman. He immigrated to Canada from Germany in 1954. He is past President of the German Canadian Harmony Club and a past member of the Canadian Consultative Council on Multiculturalism. For three years Mr. Kulpe was a director of the Alberta Cultural Heritage Foundation.

#### MEMBER

**Laurent Lamoureux** is the Manager of the Town of McLennan and a lifetime resident of the Smoky River district of north-western Alberta. He is a past President of the Alberta Urban Municipalities Association and a past Director of the Local Government Administrators Association of Alberta.

#### MEMBER

**Orest Olineck** is Chairman of the Provincial Coordinating Committee of the Alberta Cultural Heritage Council. A teacher and educational administrator by profession, Mr. Olineck is currently working as an education consultant with Alberta Education.



*Adolf Kulpe and Angela Iliadis*



*Laurent Lamoureux and Orest Olineck*

## P R E F A C E

### **THE DEVELOPMENT OF MULTICULTURAL POLICY IN ALBERTA**

Alberta is a province comprised of people of many different cultural backgrounds. Persons whose families originate from around the world have immigrated to Canada to form, with the aboriginal peoples, a new society wherein all can experience a shared community of life, while respecting the distinct values of each.



In July 1971, following a conference of ethno-cultural groups, the Government introduced a paper titled "A New Cultural Policy for the Province of Alberta". The next year it established the Alberta Cultural Heritage Council, an advisory body to the Minister, and the Cultural Heritage Branch within the Department of Culture. The Government also passed the Alberta Bill of Rights and the Individual Rights Protection Act.

In 1974, the Alberta Heritage Day Act was proclaimed and four years later the Alberta Cultural Heritage Foundation was established.

In 1984, the Legislature passed the Alberta Cultural Heritage Act, establishing a Cabinet Committee on Cultural Heritage, as a committee of the Executive Council, and a Division of Cultural Heritage within the Department of Culture.

Continuing to emphasize the importance of multiculturalism, the Government of Alberta in 1987 renamed the Department of Culture, the Department of Culture and Multiculturalism.

On April 1, 1988, the Alberta Multicultural Commission was established to carry out the objectives of the Alberta Cultural Heritage Act and to administer the programs that were formerly the responsibility of the Cultural Heritage Foundation and the Cultural Heritage Division of the Department. The staff of that Division now serves as the staff of the Commission.

## THE ALBERTA MULTICULTURAL COMMISSION

The members of the Commission are appointed by the Lieutenant-Governor in Council. The Chairman is also a Member of the Legislative Assembly. The first members appointed in 1988 were John Oldring MLA, Chairman; Angela Iliadis, Vice-Chairman; John S. O'Neill, Secretary; Orest Olineck, member and Chairman of the Alberta Cultural Heritage Council; Laurent Lamoureux, member; and Adolf Kulpe, member.

## INTERCHANGE '88

To encourage the interchange of ideas between the Commission and Albertans, the Commission organized a tour called *Interchange '88* in the fall of 1988. It convened in 14 centres from Grande Prairie and Fort McMurray in the north to Pincher Creek and Lethbridge in the south. By the tour's end, the Commission had received 161 written briefs and had heard 246 oral presentations from a total of 354 individuals who expressed opinions and recommendations on multicultural development. As well, there were many requests for increased funding.

The Commission considered all these presentations and requests and identified recurring themes and pressing needs. This process led to the identification of *directions* in which the Commission believes all multicultural programs and services should flow. The themes that emerged from the public presentations and the various government documents on multiculturalism were then addressed.

This report combines the precedents in multicultural policy established by the Alberta Government since 1971, with the informed views of the community, as expressed in *Interchange '88*, and the objectives of the Charter of Rights and Freedoms and Alberta human rights legislation.



## THE CHARTER OF RIGHTS AND FREEDOMS

Under Section 15, the Charter ensures that: "Every individual is equal before and under the law and has the right to the equal protection and equal benefit of the law without discrimination and, in particular, without discrimination based on race, national or ethnic origin, colour, religion, sex, age or mental or physical disability." The Charter goes on to state in Section 27 that its provisions are to be interpreted "in a manner consistent with the preservation and enhancement of the multicultural heritage of Canadians."

Multicultural policies and programs reflect the Charter of Rights and human rights legislation by emphasizing equality of citizenship and acceptance of one another based on an understanding of our respective cultures.

Through Interchange '88 the Commission has reached out to the community. It will continue to do so. While the Commission realizes that no single review can address all concerns or satisfy all demands, it sees this report as a step in the continuing development of multicultural policies and programs in Alberta. It has set directions for itself and with its dedicated staff will serve Alberta's multicultural community with diligence and a sense of responsibility.



# A VISION OF M U L T I C U L T U R A L I S M

## A D E F I N I T I O N

The following definition reflects the Commission's understanding of the term multiculturalism.

Multiculturalism describes the diverse racial and cultural composition of Canadian society. It implies developing policies and programs that foster understanding and sharing of our diversity, while working to achieve the equality of all Canadians in the economic, social, cultural and political life of Canada.

With this definition in mind, the Commission has developed its vision of multiculturalism.

## T H E V I S I O N

Canada comprises people of many differing cultures, reflecting the diversity of individual and family origins. Canadians live together, unified in building a strong and peaceful nation.

In keeping with the Charter of Rights, Canadians are equal, each enjoying the same privileges and opportunities.

It is the responsibility of all citizens to contribute to the social, cultural and economic strength of this great land, unfettered by past grievances from abroad.

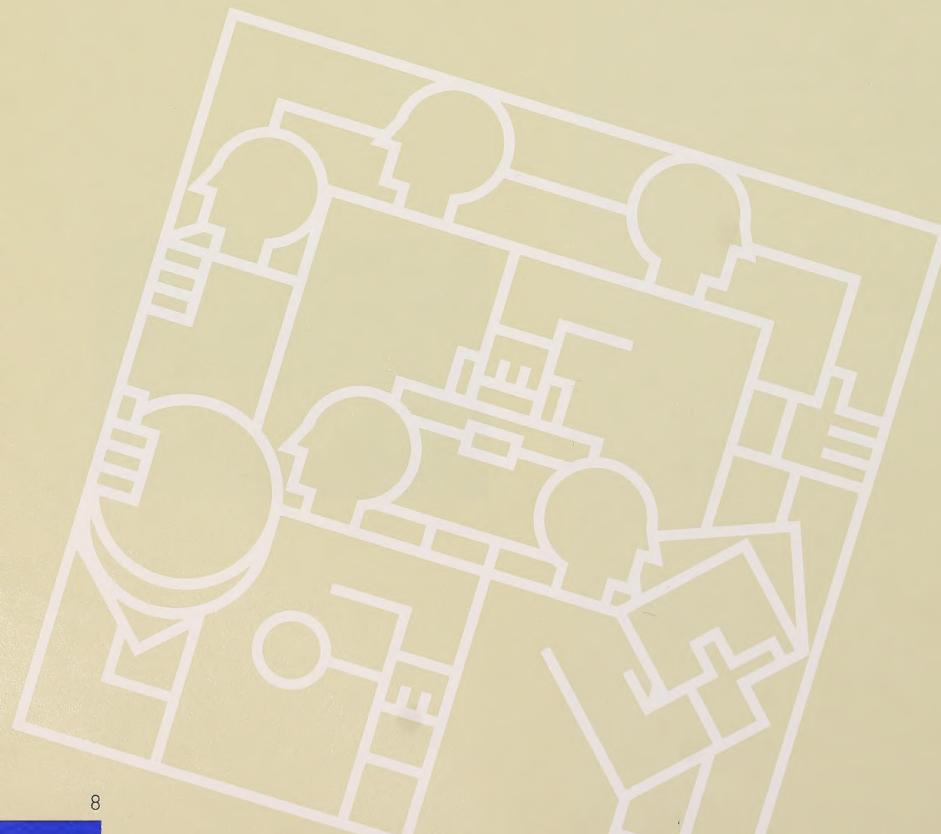
Canada's cultural richness lies in its people being free to be true to themselves and to their traditions. Together all contribute to a community which values democratic freedom, equality and human dignity.

A multicultural Alberta embraces these ideals as a model for global peace and harmony. The Commission looks forward to the day when the reality of multiculturalism is so completely accepted that the word itself is synonymous with Canadian culture.

# DIRECTIONS

## FOR MULTICULTURAL POLICY

The following section sets out the Directions which guided the Commission in its deliberations and which provided the focus for its commentary and recommendations. These Directions emerged from the themes common in the public presentations and government documents on multiculturalism.



The Government of Alberta, recognizing the cultural diversity of its citizens, has initiated programs which encourage an awareness and an appreciation of the cultural heritage of the Province.

Beginning in 1972 when it established the Alberta Cultural Heritage Council and passed the Alberta Bill of Rights, through to the Alberta Cultural Heritage Act of 1984 and the formation of the Multicultural Commission in 1988, the Government of Alberta has made multicultural development a cornerstone of provincial life.

This direction confirms Alberta's long established commitment to multiculturalism and reaffirms the objectives of the Canadian Charter of Rights and Freedoms.

Multicultural policies are an invitation to Alberta's cultural communities to foster their own traditions and share them with others.

An appreciation of cultural heritage, language and literature helps create pride, brings families closer together and assists in building bridges between generations.

From the sharing of traditions comes greater acceptance and understanding of one another. Popular events such as Alberta Heritage Day festivals promote a recognition and appreciation of Alberta's multifaceted cultural richness.

The Commission encourages all groups to contribute proudly to every aspect of Alberta life.

Language and the arts express culture. In recognition of this, the Alberta Multicultural Commission will continue to support the development of heritage languages and arts.

## DIRECTION ONE

**The development of an environment in which Albertans respect and accept each other's cultural heritage**

## DIRECTION TWO

**The nurturing of diverse cultural traditions and the sharing of these among all Albertans**

## DIRECTION THREE

**The promotion of the linguistic and artistic expression of our various cultures**

#### **DIRECTION FOUR**

**Sensitizing the public and private sectors to Alberta's multicultural society to effect equality of opportunity and access to services**

#### **DIRECTION FIVE**

**The availability of opportunities for Alberta's ethno-cultural communities to contribute to the economic growth of the province**

#### **DIRECTION SIX**

**The recognition of Canada's evolving culture reflecting changes in our population and patterns of immigration**

#### **DIRECTION SEVEN**

**The fostering of allegiance to Canada and the responsibilities of Canadian citizenship**

All Canadians are equal under law and entitled to all benefits of citizenship. The Commission will take an active role in encouraging all sectors of Alberta society to provide equal access to services and opportunities.

Albertans contribute to the provincial economy by making use of their talents, skills, experience and knowledge at home and abroad.

The Commission recognizes that ethno-cultural communities are a tremendous resource for economic development, foreign trade and tourism because of their links with countries of origin.

This direction expresses the Commission's commitment to facilitating the contribution of members of ethno-cultural communities to the economic life of the province.

Canada and Alberta are becoming increasingly multiracial. Visible minorities are more evident in our society, especially in large urban centres, where the vast majority of today's immigrants and refugees settle.

These changes alter the composition of our society and its cultural expression just as earlier immigration altered previous patterns.

This direction indicates the importance of informing Albertans about the positive impact of these changes on society.

The first loyalty of all Canadians is to Canada. By choosing Canada as their home, new Canadians have expressed their commitment to contribute to the growth of this country.

The Commission continues to support a variety of programs that assist Canadians to assume all the rights, privileges and responsibilities of living and working in Canada.

Currently more than 12,000 immigrants settle in Alberta annually. This number is expected to increase in the next few years.

In a spirit of hospitality Albertans continue to welcome new Canadians warmly and to assist them in becoming full partners in Alberta society by providing them with services that meet their particular needs.

During Interchange '88, the Commission heard that the needs of the multicultural communities vary from area to area and from group to group.

In some cases, the multicultural community in rural areas felt that its needs differed from those of the multicultural community in urban areas. Newer organizations stated that they had different needs from the longer established groups. As well, seniors and youths are known to have different requirements.

This direction indicates that support programs should recognize and be flexible in responding to the differing needs that exist within the multicultural community.

Frequent recommendations to the Commission addressed the need for Government departments to work together in delivering services to the multicultural community.

This direction supports sensitive and effective interdepartmental cooperation in serving the multicultural community.

#### **DIRECTION EIGHT**

**The provision of quality services for new Canadians adapting to their new home**

#### **DIRECTION NINE**

**The acknowledgement of varied needs within the province's multicultural community**

#### **DIRECTION TEN**

**The coordination of government resources serving the needs of the multicultural community**

## S U M M A R Y   O F   D I R E C T I O N S

1. The development of an environment in which Albertans respect and accept each other's cultural heritage.
2. The nurturing of diverse cultural traditions and the sharing of these among all Albertans.
3. The promotion of the linguistic and artistic expression of our various cultures.
4. Sensitizing the public and private sectors to Alberta's multicultural society to effect equality of opportunity and access to services.
5. The availability of opportunities for Alberta's ethno-cultural communities to contribute to the economic growth of the Province.
6. The recognition of Canada's evolving culture reflecting changes in our population and patterns of immigration.
7. The fostering of allegiance to Canada and the responsibilities of Canadian citizenship.
8. The provision of quality services for new Canadians adapting to their new home.
9. The acknowledgement of varied needs within the province's multicultural community.
10. The coordination of government resources serving the needs of the multicultural community.

Section 2 of the Alberta Cultural Heritage Act contains a number of objectives for multicultural policy that have served the Province well. The Commission considers that these objectives could be broadened to incorporate the ten directions listed above and therefore, it recommends that:

**The objectives set forth in Section 2 of the Alberta Cultural Heritage Act be amended to incorporate the ten directions.**

## **T H E M E S A N D   R E C O M M E N D A T I O N S**

A number of topics were presented to the Commission during its hearings. The Commission reviewed them individually, noted similarities, and then summarized them within the following themes.



## **PUBLIC AWARENESS**

The Commission heard a number of requests for a public awareness campaign on the theme of multiculturalism. The presenters at Interchange '88 felt that such a campaign would increase understanding of multiculturalism and how it reflects the Canadian way of life.

The Commission agrees that such a campaign would help dispel misunderstanding about multiculturalism and increase an appreciation of Canada's evolving culture. It gives its wholehearted support for the development of a public awareness campaign based on the ten directions outlined earlier in this report.

The Commission recommends that:

**The Government of Alberta undertakes an effective public awareness campaign that promotes an appreciation of multiculturalism.**

## **FAMILY AND COMMUNITY**

In Direction Two, reference is made to nurturing traditions. When formulating this direction the Commission had in mind the importance of tradition within the family because it is within the family circle that traditions are first appreciated and nurtured.

A family's sharing of its heritage gives each member a feeling of identity and a sense of self-worth. Such families become the strength of their communities. In turn these communities offer families support. In this way, the person, the family and the community combine to contribute to the richness of life in Alberta.

The Commission aspires, within its means, to foster strong family ties and harmonious community life. It realizes too that the objectives of multiculturalism can only be attained through a partnership with many dedicated persons within our families and communities. Their spirit of volunteerism is the basis of a healthy multiculturalism.

## **EDUCATION**

Heritage language training was one of the subjects most frequently raised by the public in its submissions to the Commission. These presentations encouraged continued and expanded support and development of heritage language instruction.

The Commission commends parents who wish their children to learn a variety of languages. The Commission recognizes the growing importance of multilingual skills for personal growth and the advancement of Alberta's global trade objectives.

The Language Education Policy for Alberta, which respects "the cultural diversity and heritage of Alberta", offers students the opportunity to learn heritage languages in addition to English and French.

The policy also guarantees opportunities for all students whose first language is not English to learn that language, thereby laying a solid foundation for successful adaptation to Albertan society.

Proficiency in heritage languages is promoted in part by the widespread availability of reading and listening materials in these languages. To date public libraries in conjunction with the Library Services Branch of Alberta Culture and Multiculturalism have provided multilingual materials to our communities. The Commission encourages expansion of this service.

The Commission was told that a significant percentage of grant funding received by some groups for furthering heritage language education has to be spent on rental of school facilities. These groups would prefer to see these funds applied to improving the quality of instruction and the purchase of learning materials.

In respect to heritage language education the Commission recommends that:

**A. Structures be put into place to permit better collaboration between Alberta Culture and Multiculturalism, Alberta Education, Alberta Advanced Education, the Secretary of State and local authorities in order to provide adequate resources for the advancement of heritage language instruction, curriculum development and teacher training; and that,**

## **Heritage Languages**

**B. Local boards of education be encouraged to work in partnership with heritage language groups to make school facilities available for heritage language instruction at minimal cost.**

**Cross-cultural Education**

The Commission commends Alberta Education for including a substantive multicultural component in its social studies curriculum.

However, multicultural education is not aimed solely at school-aged students. Education for adults is a significant part of the education process and it is here that cross-cultural sensitivity ought to be expanded. Post-secondary educational institutions and professional development courses could provide more opportunities for adults to be sensitized to the reality of multiculturalism.

With this in mind the Commission recommends that:

**Multicultural awareness training be established for groups that deliver services to the public, for example, government, members of professional faculties in universities and post-secondary institutions, professional associations, trade unions, etc.**

The programs of the Institute of Multicultural Resource Development may be of assistance in this regard.

**Institute of Multicultural Resource Development**

The Institute is an educational program of the Commission. Its goal is to sensitize the public and private sectors when they are dealing with a cross-cultural environment at home or abroad.

By providing resource material, cross-cultural education and consultation, the Institute has become a leader here and across Canada in generating and disseminating ideas for multicultural awareness.

The Commission will be examining the Institute's programs to ensure that they are in harmony with the directions for multiculturalism outlined by the Commission and the goal of maintaining Alberta's leadership in multicultural development.

## **IMMIGRATION AND EMPLOYMENT**

In Alberta, immigration and employment services are the responsibility primarily of Alberta Career Development and Employment, the Canadian Employment and Immigration Commission, the Secretary of State and the member agencies representing the Alberta Association of Immigrant Serving Agencies.

The Commission received a number of representation on the topic of immigration and employment.

The ethnic composition of Alberta, as described in the 1986 Federal Census, indicated that the family origins of most Albertans were European. However, a review of immigration patterns taken the following year showed that the largest percentage arrived from Asia. It is clear that Asia, Latin America and Africa are currently providing a majority of offshore immigrants to Alberta. This has been the trend throughout the 1980s and may continue into the coming decade.

With nine percent of Canada's population, Alberta receives approximately 9.5 percent of all new immigrants. Over 80 percent of all immigrants who come to Alberta settle in either Calgary or Edmonton.

The economic strength and prosperity of Canada has been built upon successive waves of immigration. A potential labour shortage created by declining birthrates, an aging population, and the trend of early retirement, has created the need for more immigration if Canada is to sustain its present level of prosperity into the future.

The Commission believes that the contribution of immigration to Canada's well-being and prosperity needs to be better understood by Canadians.

The Commission would like Albertans to become more aware of the needs of newcomers, who require thoughtful attention during the period of adjustment.

## **Demographics**

## **Newcomers and Adjustment**

All newly arrived immigrants must have an opportunity to learn English. Proficiency in English is the key to full adaptation to Albertan society because it allows immigrants to take advantage of better opportunities including those in employment. Responsible government bodies should ensure an appropriate living allowance during this training period.

The needs of refugees are often greater than those of immigrants who may have access to more extensive resources by virtue of the presence of family members already here. Refugees should have an increased allowance for a fixed period until they get better established. The Commission believes that they should be entitled to receive the same health care services available to other Albertans.

## **Employment**

There are two main issues in immigrant employment that are of current concern. The Commission received briefs about accreditation and it heard some immigrants express concern about discrimination in employment practices.

The Commission is aware that the Government of Alberta has created The Task Force on the Recognition of Foreign Qualifications, which addresses the issue of accreditation. The Commission has communicated the information expressed to it during its tour to the Task Force. It encourages the Task Force to find a timely solution to this problem.

The Commission is hopeful that greater awareness of Alberta's multicultural character will do much to eliminate discrimination. To this end, the Commission will continue to support the work of the Human Rights Commission which is charged with the responsibility to ensure that all Albertans seeking employment are treated equally. The Commission encourages an early meeting with the Human Rights Commission to explore areas for cooperation and joint action.

## **Women and Children**

The Commission feels that more attention should be paid to the needs of immigrant women and children. They should be provided with realistic opportunities to learn English. Adequate daycare facilities should be provided when necessary. The Commission would also like to see special counselling made available by persons who are sensitive to the needs of immigrant women and, in particular, immigrant children.

Likewise, the recreation and social requirements of pre-school and school age immigrant children should receive a high priority.

To further the Commission's objectives in this field the Commission recommends that:

- A. The public and private sectors examine their employment practices to ensure that all Albertans are treated equally; and that,**
- B. The Government of Alberta continue to work with the Government of Canada and community agencies to ensure accessibility to English language training programs for immigrants and refugees; and that,**
- C. More resources be made available, where required, to those agencies working with immigrant and refugee families.**

#### **TRADE AND TOURISM**

Alberta is fortunate to have citizens who come from countries with which the Province has significant trade relations. The multicultural community can be a valuable resource in developing Alberta's economy. These communities have already proven their benefit by establishing businesses here that reflect their expertise and traditions.

The Commission encourages the Government of Alberta and the private sector to use business leaders from the multicultural community as a source of information when planning to do business with foreign countries and to include appropriate representatives in trade missions abroad.

Tourism has become a major area of economic diversification for the provincial economy and now ranks third in importance behind agriculture and energy. The Commission believes that the multicultural composition of the province will assist the growth of tourism by encouraging more friends and relatives to visit and by developing multicultural tourist attractions.

#### **Trade**

#### **Tourism**

## **COORDINATION OF GOVERNMENT SERVICES**

The Cabinet Committee on Cultural Heritage is a committee of the Executive Council. The membership of this Committee is well placed to promote cooperation among government departments in the area of multiculturalism. The Chairman of the Multicultural Commission, as a member of this Committee, is in a position to represent multicultural concerns directly to Cabinet.

It should also be noted that there is cooperation between the Secretary of State responsible for multiculturalism federally and the Alberta Government in areas of mutual concern. The Commission encourages the expansion of this cooperation as an important step in providing more efficient service.

In order that there be better coordination and cross-cultural sensitizing among departments of the Alberta Government in the provision of services and programs relating to multiculturalism, the Commission recommends:

**A special fund be made available to the Commission to provide incentive grants for Alberta government departments that wish to initiate programs that increase the appreciation of multiculturalism and improve the delivery of services to all citizens.**

## **MEDIA**

The media is a vital instrument in the development of multicultural understanding in Alberta. The Commission views the media as a partner in nurturing an environment wherein Albertans appreciate multiculturalism. The ethno-cultural media has done much in this regard.

The media can sensitize the public to different cultures. It can increase awareness of Alberta's diversity; it can promote cultural sharing among individuals and communities; it can create a better understanding of changing demographics; and it can encourage emphasis on the similarities between cultures.

The Commission encourages the media to continue to be culturally sensitive, particularly to minority groups, in its reporting and programming. The Commission also urges advertisers to reflect the province's ethnic and racial diversity.

In order to help foster a multiculturally aware media in Alberta the Commission recommends that:

**The Government of Alberta establish an annual media award for multicultural awareness and appreciation.**

#### **RURAL NEEDS**

The Government of Alberta is mandated to provide services for all Albertans. It was brought to the Commission's attention that rural areas do not always have ready access to multicultural services.

The Commission provides consultants in rural centres to work with ethno-cultural groups. The Commission recognizes the dedication of these consultants in promoting access to its services. Because of the limited space for multicultural activities in some rural areas, the Commission encourages provincial and local governments to provide space for such activities in existing and new facilities in small centres.

Rural people, because of the distances they have to travel and the limited resources available to them, feel that they do not have equal access to multicultural conferences and training programs.

Therefore, the Commission recommends that:

**Services and programs be responsive to the special needs of multiculturalism in rural areas.**

#### **GRANTS**

Presentations on the matter of grants for multicultural activities covered a wide spectrum of needs and desires. Faced with such extensive requests, the Commission realizes that it has to use the limited funds at its disposal in a responsible manner and for the furtherance of Alberta Government multiculturalism policies.

The Commission is committed to fiscal responsibility as it is faced with an increasing number of requests for financial support.

The Commission also considered a variety of representations made in such diverse areas as tax exemptions and subsidies for ethno-cultural centres.

The Commission is pleased that the Government of Alberta and municipalities are currently reviewing proposals for alleviating tax burdens for such centres.

Ethno-cultural organizations also requested various changes to the grant process and categories. Therefore the Commission recommends that:

**There be a major review of current multicultural grant programs so that they are in harmony with the directions of the Commission.**

In the interim the existing grant programs will continue.

### **Arts Grants**

Some ethno-cultural performing arts groups expressed a desire to be considered in the mainstream of Canadian culture. At present, there are arts groups in Canada that are funded by multicultural support systems and those that are regarded as mainstream and are funded by departments of culture, Canada Council, etc.

It has been suggested that groups which are incorporated as performing arts organizations, with performance as their objective, should be dealt with as performing arts groups, regardless of the culture of the groups or the art form.

**The Commission recommends that the suggestion put before it has sufficient merit to warrant further consideration.**

### **FRANCOPHONES**

Franco-Albertans made representations to the Commission that stressed the special status of the French language as recognized in the Charter of Rights and Freedoms.

The Commission considers the provisions for French language training outlined in the Language Education Policy for Alberta to be fair and equitable and commensurate with the Constitutional rights of Francophones in Alberta.

Therefore, in order that the highest level of proficiency in the French language be achieved, the Commission recommends that:

**The Four Principles guiding English language competency outlined in the Language Education Policy for Alberta also be applied to French language education in Francophone schools.**

#### **NATIVE PEOPLES**

The cultures of Canada's first inhabitants are rich and varied.

The Commission will continue to develop programs that help Canadians become more aware of Native languages and traditions, and it will continue to make its programs and services available to the native community.

The Commission supports and encourages the implementation of the views outlined in the Language Education Policy for Alberta that "many Native parents want their children to have opportunities to study and experience their own and other Native languages, cultures and lifestyles."

The Commission commends the Department of Education for increasing the Native history and culture component of the school curriculum and encourages continued development of this program.

#### **ROLE OF THE MULTICULTURAL COMMISSION**

The Alberta Multicultural Commission oversees multicultural development in Alberta. To meet this mandate the Commission assumes responsibility to develop and deliver multicultural programs in Alberta; channels multicultural funding made available by the Alberta Government; and offers advice to the Minister of Culture and Multiculturalism on matters pertaining to multiculturalism.

The Commission will continue to consult with the people of Alberta, promote multiculturalism vigorously, and recommend policies that enhance multiculturalism.

## **STRUCTURE**

At present the Commission is composed of six members — the Chairman, who is a Member of the Legislative Assembly; a non-voting Secretary who is an employee of the Government; the Chairman of the Alberta Cultural Heritage Council; and three other persons appointed by the Lieutenant-Governor in Council.

During its tour the Commission often heard the recommendation that there be an increase in the number of members on the Commission to allow for a broader representation of the multicultural community.

The Commission agrees that its membership should be expanded and it believes that it should first look to the Alberta Cultural Heritage Council for new members. The Council represents a broad spectrum of Alberta's multicultural community.

With the Council's expanded presence on the Commission, a more unified and informed voice can speak to the Government, reflecting the needs and aspirations of the multicultural community.

Therefore the Commission recommends that:

- A. The Alberta Cultural Heritage Act be amended so as to increase the number of positions on the Commission from six to ten, four of which would be appointed by the Minister from the community at large and three would be appointed by the Minister from the Alberta Cultural Heritage Council. The following membership to remain unchanged: The Chairman of the Commission who is a Member of the Legislative Assembly; the Secretary who is a Government employee; and the Chairman of the Alberta Cultural Heritage Council; and that,**
- B. Section 4(2) of the Act be amended to read as follows: "The purpose of the Council is to provide advice to the Commission as to how the objectives of Section 2 are to be achieved"; and that,**
- C. The name of the Alberta Cultural Heritage Act be changed to the Alberta Multiculturalism Act.**

With these changes the Commission and the Council can work together to advise the Alberta Government on programs and services affecting the multicultural community in every part of the Province.

## SUMMARY OF

## R E C O M M E N D A T I O N S

The following is a list of all the recommendations made by the Commission in this report. The recommendations are listed in the order in which they appear in the report. The Commission recommends that:



## **DIRECTIONS**

1. The objectives set forth in Section 2 of the Alberta Cultural Heritage Act be amended to incorporate the ten directions.

## **PUBLIC AWARENESS**

2. The Government of Alberta undertake an effective public awareness campaign that promotes an appreciation of multiculturalism.

## **EDUCATION**

3. Structures be put into place to permit better collaboration between Alberta Culture and Multiculturalism, Alberta Education, Alberta Advanced Education, the Secretary of State and local authorities in order to provide adequate resources for the advancement of heritage language instruction, curriculum development and teacher training.
4. Local boards of education be encouraged to work in partnership with heritage language groups to make school facilities available for heritage language instruction at minimal cost.
5. Multicultural awareness training be established for groups that deliver services to the public, for example, members of professional faculties in universities and post-secondary institutions, professional associations, trade unions, etc.

## **IMMIGRATION AND EMPLOYMENT**

6. The public and private sectors examine their employment practices to ensure all Albertans are treated equally.
7. The Government of Alberta continue to work with the Government of Canada and community agencies to ensure accessibility to English language training programs for immigrants and refugees.
8. More resources be available, where required, to those agencies working with immigrant and refugee families.

## **COORDINATION OF GOVERNMENT SERVICES**

9. A special fund be made available to the Commission to provide incentive grants for Alberta Government departments that wish to initiate programs that increase the appreciation of multiculturalism and improve the delivery of services to all citizens.

## **MEDIA**

10. The Government of Alberta establish an annual media award for multicultural awareness and appreciation.

## **RURAL NEEDS**

11. Services and programs make allowance for the special needs of multiculturalism in rural areas.

## **GRANTS**

12. There be a major review of current multicultural grant programs so that they are in harmony with the directions of the Commission.

## **FRANCOPHONES**

13. The Four Principles guiding English language competency outlined in the Language Education Policy for Alberta also be applied to French language education in Francophone schools.

## **STRUCTURE**

14. The Alberta Cultural Heritage Act be amended so as to increase the number of positions on the Commission from six to ten, four of which would be appointed by the Minister from the community at large and three would be appointed by the Minister from the Alberta Cultural Heritage Council. The following membership is to remain unchanged: the Chairman of the Commission who is a Member of the Legislative Assembly; the Secretary who is a Government employee; and the Chairman of the Alberta Cultural Heritage Council.
15. Section 4(2) of the Act be amended to read as follows: “The purpose of the Council is to provide advice to the Commission as to how the objectives of Section 2 are to be achieved.”
16. The name of the Alberta Cultural Heritage Act be changed to the Alberta Multiculturalism Act.

## A C K N O W L E D G E M E N T S

The Commission wishes to acknowledge the patience and support it received from spouses and families during the Interchange '88 tour and during the weekends it spent writing this report.

It thanks Susan Young, Executive Secretary to the Chairman, for the many weekends she devoted to the Commission's work during the past year.

It thanks Fil Fraser, the consultant who organized our successful tour, and George Melnyk of New Lanark Consultants for his assistance in the writing of this report.

It also wishes to express appreciation to Brian Wik, Assistant to the first Chairman of the Commission, for his contribution during the tour and afterwards.

The staff members were most helpful to the Commission during its first year of operation.

The Commission thanks the many Albertans who assisted in making Interchange '88 successful through their organizational work, their submissions and thoughtful reflections on multiculturalism.

## A P P E N D I X

### **Grande Prairie – October 27, 1988**

The Commission would like to thank the following individuals and groups who made a presentation during Interchange '88:

Alberta Cultural Heritage Council  
City of Grande Prairie  
Downtown Business Association  
East Indian Cultural Society  
Dr. Bob Elliott, MLA  
Grande Prairie Chamber of Commerce  
Grande Prairie Chinese Language School  
Grande Prairie Council for Life Long Learning  
Grande Prairie Dance Club  
Grande Prairie and District Multicultural Association  
Grande Prairie Highland Games Association  
Grande Prairie Pioneer Women  
Grande Prairie Regional College  
Grande Prairie School District No. 2357  
Grande Prairie Scottish Society  
Grande Prairie Settlement Services Steering Committee  
Grande Prairie Society of German Canadians  
Grande Prairie Theatre  
Mrs. Joy Juneau  
Proctor & Gamble  
Queen Elizabeth II Hospital  
Ms. Patti Trautman  
Troyanda Society  
Trumpeter Regional Interpretive Program  
Willow Lodge I.O.D.E., Beaverlodge

### **Peace River – October 28, 1988**

Hon. Al (Boomer) Adair, MLA  
Association Canadienne Francaise de l'Alberta,  
Regionale de Peace River  
Peace River School Division No. 10  
Sagitawa Friendship Centre  
Shell Canada  
Town of Peace River

### **St. Paul – November 3, 1988**

Alberta Cultural Heritage Council  
L'Association Canadienne Francaise de l'Alberta  
Les Bles d'Or  
Mr. John Pilipchuck, Deputy Mayor  
St. Paul Chamber of Commerce  
St. Paul Cultural Centre  
St. Paul School District  
St. Therese Hospital  
Wagons Ho!

Athabasca University  
Prof. Alvin Finkel  
Lac la Biche Mission Historical Preservation Society  
Rotary Club of Athabasca  
Mr. Charles A. Sequeira  
Mayor A.J. (Tony) Shinkinger  
Whispering Hills Country Music Association

Adult Read and Write Program  
Camrose & Area Further Education Council  
Camrose Lutheran College  
Camrose International Institute  
City of Camrose  
Dr. Bill Gibson  
Mr. Jonathon Mohr  
Parents for French Immersion  
Scandinavian Historical Archives  
Wetaskiwin Public Library

Central Alberta Islamic Cultural Association  
Stettler Chamber of Commerce  
Stettler Cultural Arts Foundation  
Stettler Hospital Complex  
Stettler School District  
Mayor Bob Stewart

Alberta Public Library Directors' Council,  
Parkland Regional Library  
Alpha Milk Co.  
Central Alberta Refugee Effort Committee  
City of Red Deer  
German Canadian Club  
Mr. Solomon Kaligithi  
Mr. Malcolm Read  
Mr. Gerrit Nijenhuis  
Phillipine Canadian Association  
Red Deer College  
Red Deer International Folk Festival Society  
Red Deer Museums Management Board  
Red Deer Native Friendship Centre  
Red Deer Public Library  
Red Deer Regional Hospital  
Rocky Native Friendship Centre

**Athabasca —**  
**November 4, 1988**

**Camrose —**  
**November 9, 1988**

**Stettler —**  
**November 9, 1988**

**Red Deer —**  
**November 10, 1988**

**Pincher Creek –  
November 17, 1988**

Alberta Cultural Heritage Council  
Allied Arts Council  
Bahai Community of Pincher Creek  
Orlando Calling Last  
Crows Nest Pass Polish Hall Society  
Friends of Head-Smashed-In-Buffalo Jump Society  
John Jensen  
Czaba Lorinzi  
Wallace Manyfingers  
Napi Friendship Centre  
Oldman River Cultural Centre  
Pincher Creek & District Historical Society  
Pincher Creek Hospital  
Pincher Creek School Division  
Treaty Seven Delegation  
St. Michael's School  
Western Settlement Pioneers  
World Festival of Aboriginal Motion Pictures

**Lethbridge –  
November 18, 1988**

Alberta Cultural Heritage Council  
Association Canadienne Francaise de l'Alberta  
Richard Butt, Ph.D  
City of Lethbridge  
Dutch Canadians  
Four Worlds Development Project  
German Canadian Club  
Eileen Hobbs  
Japanese Heritage (Bunka) Society  
Lethbridge Chamber of Commerce  
Lethbridge Friendship Centre  
Lethbridge Immigrant Settlement Association  
Lethbridge Scottish Country Dance Club  
Lethbridge VASA Lodge #579  
Glenda McCue  
Ninastako Cultural Centre  
Parents Place  
Polish Combatants Association  
Maria Siegl  
Southern Alberta Ethnic Association  
Ukrainian Canadian Committee

Alberta Cultural Heritage Council  
Ms. Elvire Eberhardt  
City of Medicine Hat  
Mr. Ron Davis  
Dutch Canadian Society of Medicine Hat  
German Canadian Harmony Club  
Mayor Ted Grimm  
Medicine Hat Chamber of Commerce  
Medicine Hat Catholic Board of Education  
Medicine Hat Folk Arts Council  
Medicine Hat School District No. 76  
Medicine Hat Scottish Highland Games Association  
Mr. Paul Nederveen  
Mr. Bob Porter, MP  
Ms. Betty Sorenson  
Saamis Immigration Services Association

**Medicine Hat —  
November 19, 1988**

Mr. Simon Chu  
Evergreen Tourist Association  
Family Services - Hinton Schools  
Hinton Chamber of Commerce  
Hinton General Hospital  
Town of Hinton  
Yellowhead Region Educational Consortium  
Whitecourt Chamber of Commerce

**Hinton —  
November 25, 1988**

Association Canadienne Francaise de l'Alberta  
Alberta Cultural Heritage Council  
Athabasca Native Development Corporation  
Chinese Canadian Cultural Society  
City of Fort McMurray  
Fort McMurray Catholic Board of Education  
Fort McMurray Public Library  
Fort McMurray Regional Hospital  
Fort McMurray School District  
Keyano College  
Mayor C.A. (Chuck) Knight  
Multicultural Association of Fort McMurray  
National Association of Canadians of Origins in India

**Fort McMurray —  
November 26, 1988**

**Calgary –  
December 1, 2, 3, 1988**

Alberta Cultural Heritage Council  
Alberta Multicultural Folk Arts Council  
Alberta Teachers of English as a Second Language (ATESL)  
Alberta Vocational Centre  
Association Canadienne Francaise de l'Alberta  
Association of Germans From Russia  
Association of Salvadorean Refugee Doctors of Alberta  
Ms. Marion Barclay  
CJSW Community Radio  
Calgary Catholic Immigration Society  
Calgary Chamber of Commerce  
Calgary Folk Arts Council  
Calgary Indian Friendship Centre  
Calgary Institute for the Humanities  
Calgary Institute for Understanding Human Capital  
Calgary Multicultural Centre  
Calgary Police Service  
Calgary Public Library  
Calgary Society for Immigrant Workers  
Canadian Council of Christians and Jews  
Canadian Polish Congress  
Chinese Community Services Association  
City of Calgary  
Danish Canadian Club  
Daughters of Penelope  
Die Singgemeinschaft  
Filipino Calgarian Seniors Club  
Dr. John Friesen  
German Canadian Male Chorus  
Germans From Russia Heritage Society  
India Canada Association  
Interpreters and Translators of Canada  
Intra Racial Cultural Society  
Mr. Harry Jensen  
Ms. Reva Joshee  
Dr. Sara Lacentra  
La Societe de Theatre de Calgary  
Mayor Ralph Klein  
Multicultural Folk Arts Council  
Muslim Students Association  
Mr. Talib Nanji  
National Association of Canadians of Origins  
in India (NACOI)

Philoptohos Society  
Red Thunder Society  
Religious Society of Friends  
Mr. Frank Senger  
Sikh Society of Calgary  
Society for Cultural and Multicultural Programs (SCAMP)  
Dr. Brij Sood  
Sounds of India Broadcasting Association  
Southern Alberta Heritage Language Association  
Vedanta Society of Calgary

Alberta Association for Multicultural Education  
Alberta Black Cultural Research Society  
Alberta Chamber of Commerce  
Alberta Council for Ukrainian Arts  
Alberta Cultural Heritage Council  
Alberta Multicultural & Native Health Association  
Alberta Native Friendship Centres Association  
Alberta Parents for Ukrainian Education Society  
Alberta Ukrainian Dance Association  
Alberta Ukrainian Self Reliance Association  
Association Canadienne Francaise de l'Alberta  
Association Canadienne Francaise de l'Alberta - Edmonton  
Dr. David Bai  
B'Nai Brith Canada - Western Region  
Mrs. Beth Bryant  
Canadian Council of Muslim Women - Edmonton Chapter  
Canadian Polish Congress  
Mr. Joseph Chiang  
China Accord  
Chinese Canadian National Council (Edmonton Chapter)  
City of Edmonton  
Mr. Craig Curtis  
Council of Black Organizations (Edmonton)  
Council of India Societies of Edmonton  
Czechoslovak Association of Canada - Edmonton Branch  
Discovery Multicultural Association  
Edmonton Centre of Chinese Heritage and Language Studies  
Edmonton Heritage Festival Association  
Edmonton Immigrant Services Association  
Edmonton Mennonite Society for the  
Assistance of Newcomers  
Edmonton Multicultural Society

**Calgary –**  
**December 1, 2, 3, 1988**

**Edmonton –**  
**December 8, 9, 10, 1988**

**Edmonton —**  
**December 8, 9, 10, 1988**

Edmonton Public Library  
Federation for the Advancement of Visible Minorities  
Ms. Fif Fernandez  
Fijian Community of Edmonton  
Ms. Margaret Gallo  
German Canadian Association of Alberta  
German Canadian Congress (Alberta)  
Grant MacEwan Community College  
Hindu Society of Alberta  
Immigration & Settlement Committee -  
    Catholic Social Services  
Immigrant Women & Family Violence Committee  
Indo Canadian Women's Association of Edmonton  
Joint Committee on Language Retention  
Mr. Mathias Kuester  
Ms. Shirley Kwan  
Dr. Zaheer Lakhani  
Mr. Walter Lazaruk  
Maskwac̱ees Cultural College  
Misericordia Hospital  
Multicultural Communications Foundation  
Multicultural Education Council - A.T.A.  
Dr. K.S. Nadarajah  
National Black Coalition of Canada (Edmonton Chapter)  
Northern Alberta Heritage Language Association  
Mr. Gunnar Odegaard  
Raoul Wallenberg Society  
Red Deer College Press  
Reidmore Books  
Dr. Raj Shorey  
Slovakia Cultural & Sport Society of Edmonton  
Dr. M.I. Soush  
St. Barnabas Refugee Society  
St. John's Institute  
St. Kitts-Nevis Edmonton Association  
The Comite Femmes  
Ukrainian Canadian Committee - Alberta Provincial Council  
Ukrainian Women's Association of Canada  
    ( Alberta Provincial Executive )  
Ms. Hope Ungarian  
Vinok Folkdance Ensemble  
Dr. Dennis Wall  
Western Independence Association of Canada  
Windspeaker Native News

**EDMONTON**

2nd Floor  
12431 Stony Plain Road  
EDMONTON, Alberta T5N 3N3  
Telephone: 427-2927

**Alberta Multicultural  
Commission  
Regional Offices****CALGARY**

3rd Floor  
525 - 11 Avenue S.W.  
CALGARY, Alberta T2R 0C9  
Telephone: 297-8407

**RED DEER**

3rd Floor  
Parkland Square  
4901 - 48 Street  
RED DEER, Alberta T4N 6M4  
Telephone: 340-5257

**LETHBRIDGE**

326 Administration Building  
Bag Service 304  
909 - 3 Avenue North  
LETHBRIDGE, Alberta T1H 2G5  
Telephone: 381-5236

**FORT McMURRAY**

535 Provincial Building  
9915 Franklin Avenue  
FORT McMURRAY, Alberta T9H 2K4  
Telephone: 743-7472

N.L.C. - B.N.C.



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